

Executive Meeting 06/03/2019

Robert Roush, Deb Brubaker, Brittany Baker, Judy Davis, Leta Jo Maue

Meeting began at 5:10pm

Other Items:

Increased participation and increased paid membership as a goal. If we increased our paid membership a lot we will in turn owe state and national associations more dues. We are more interested in participation than membership as it involves self-advocates in activities rather than a tick mark.

PSA to get word out for papers, radio stations, and Deb working on pictures. Radio is more driven by ad sales so we will not be surprised if they want a purchase over free or donated. Something to consider for over the summer is talk show participation for community activities.

Meeting schedule for next year. We currently have 4 Executive Meetings and 4 with the whole board. Our annual meeting has to be in either April or May so going to every other month the annual meeting would be held in May vs April. Executive Meetings would be October and April for the middle and end of the fiscal year. Board would be July, September, etc on the odd number months. Moving the meeting to start at 5:30 for start times with food starting at 5pm.

One staff member attends every meeting to discuss their position and reports. Six staff members to discuss each of their roles.

Scholarships:

Scholarships have already been done and one individual did not accept since she is not going to the school and major selected. Southern Columbia had us fill out a specific application to allow us to collect applications for scholarships. We received no applicants from them. Shikellamy school we need to add the teacher who specifically handles the scholarship programs. We will add him to the list for the next year. We have used a majority of the scholarship funds and we would need to replenish the funds with donations or Arc Angels funds.

We also have to look at the future scholarships. Do scholarships continue for all four years with the same students, do we stick with high school seniors intent on attending the program, or do we allow the previous recipients to reapply, etc.

Benefits:

We passed the budget and we have allocated 3% for healthcare toward a plan on the open market. Other option is if a spouse of an employee has to contribute to their plan to cover the spouse, they can use the funds as a reimbursement toward the external coverage. There was also a request to use the 3% toward retirement plan vs health insurance if not needed. If we offer retirement, we would need them to sign a waiver stating they do not need the health coverage. Robert has a list of items for the policy to draft and review at the Board Meeting.

Employee Reviews:

Robert had sent out the review form. This went to the entire staff for review and comments which Robert received none back. Trying to be as fair as possible it is done in the fall and before raises based upon performance. The review can also be used as a versatile review for the Executive Director going forward. This will allow consistency for all employees as we expand our services.

State Request:

A request from the state for local board members regarding closures of state centers to contact our representatives. Judy discussed the cost and transitioning of the remaining individuals at state centers for funding to follow the people at their current level of care. Judy is going to generate a list of the problems between transitioning and self-advocates at the center vs having them transitioning to the community. This involves medically fragile and unpredictable behaviors with inability to finance the change due to drastic changes from the type and expectations of the care provided. Solution to serve those who cannot be transitioned to the community effectively but to properly care for their needs could be closing some but not all facilities. It's necessary to look at the current laws and change them to be sure proper medical care and funding available to the self-advocate but also that they and the community are safe.

Medical Marijuana:

We were approached for self-advocates on research of cannabis use by Parea, located in the Northumberland County. Cannabis derivatives have anti-seizure properties, but do not have the THC component. Medical marijuana approved doctors are listed on the department of health list which if self-advocates inquire,

they have the availability to investigate it themselves. However, The Arc does not endorse Parea as a source of cannabis or as a research organization. Self-advocates should steer clear.

Workload and Staff Assignments:

Texas Roadhouse we had way too much food but we need to have it coordinated a little bit better to reduce the workload and overabundance. We made around \$400 in total between bake sale, donations, and % from dinner.

Jerry Kotarski is assigned the Selinsgrove Market task for the weekend to run with it.

Sunday September 22nd St Pauls UCC wants someone to speak at the monthly program called Hot Topics. From 9:15-10:15am we would be the sole presenter and discussion participant for that meeting. Deb will be doing this as she may have our video done by then as well.

They end up turning into more work between board, community, and other requests so we need to look at what and how we elect to do things for better use of our time and abilities.

Deb requested to add a note on Jerry may be emailing board members to our next board meeting.

Board Member Applicant:

Victoria Rosancrans is a direct care worker and as noted is a friend of Robert's on a social level. Deb stated she will be a good addition to the board as she knows of her. She is running for City Council and has a great number of connections which can help our public image for those connections. We are going to invite her to the July Board Meeting. Leta Jo stated she does commit and sticks to it.

Equipment and Roof:

The Executive Committee is permitted by the by-laws to approve up to \$5K outside of the budget. We had approved the printing equipment at \$3K but Robert has to bring back an increase request to \$4,300 due to safety features of the heat press being better for self-advocates. Judy made the motion and Leta Jo seconded the motion to make the purchase. Approved unanimously.

The cost for completing roof work is \$4,500. Motion was made by Leta Jo and seconded by Brittany to move forward with this repair. Approved unanimously.

Investment and Financials:

Brittany will be generating a letter for CRA requests for every bank in our servicing area as well as the contact department for each bank for Robert to work with.

Robert discussed the board resolution for investments. Leta Jo's contact recommended CDs vs investment now based upon market. Robert also spoke with the Central Susquehanna Community Foundation which is a pool of funds invested as a lump sum. The CSCF charges 1.5% service fee and they are earning in their Money Market at 2%. We could also put the funds into a CD locally which Brittany has reached out to several other banks looking at short term CD rates to report to the board asap.

Leadership Conference:

Leta Jo said it was good talking about being inter-dependent on each other rather than one going off on their own. Also discussed team building working together on projects. Robert made a list of take-aways from each speaker. One from Gayle King was to believe in yourself.

United Way Funding:

Robert provided us with a list of board members for the United Way if we know any of them to express our concerns regarding not receiving any funding. Joanne Troutman stated that while we received 15% less funding this year they got 20% less in donations. The closure of Wood-Mode significantly impacted the funds received into the United Way.

Adjourned at 7:08pm

Submitted,
Brittany Baker, Secretary